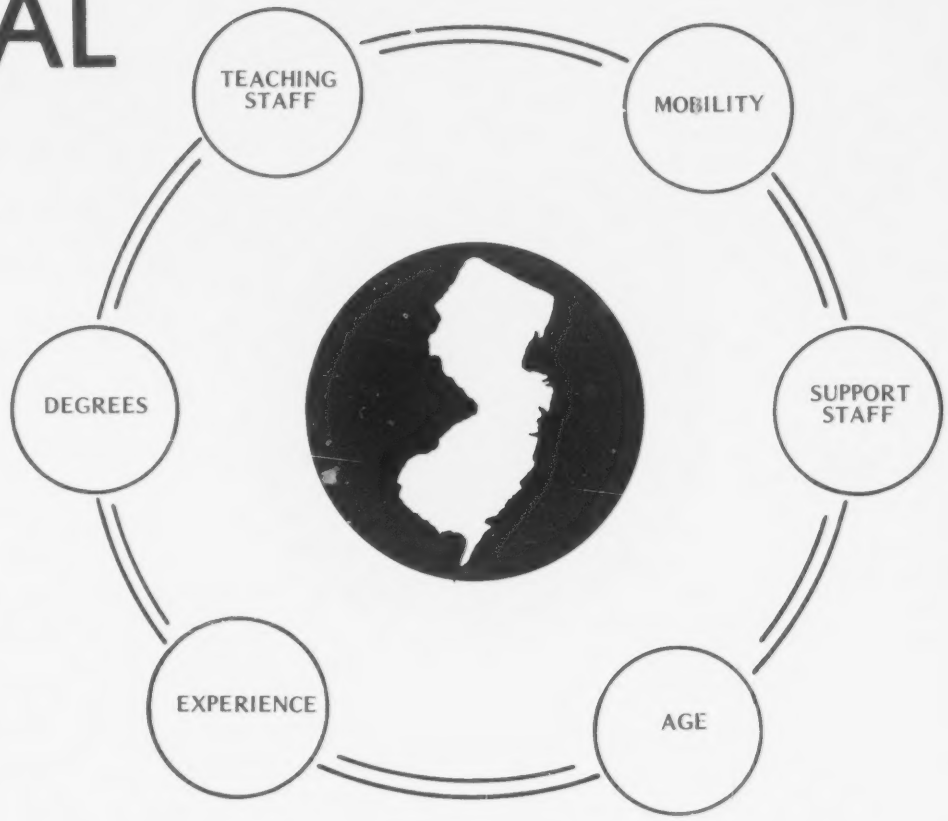
VITAL EDUCATIONAL STATISTICS

1981-1982

VOLUME II



Office of Management Information
Division of Research, Planning and Evaluation
New Jersey Department of Education
July 1982

VITAL EDUCATIONAL STATISTICS
1981-82
VOLUME II

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July, 1982

PTM no. 300.20

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PREFACE

The 1981-82 edition of Vital Educational Statistics is the eighth in a series which began in 1974-75. It is the fifth year of a revised series using data derived from re-designed instruments supported by detailed and illustrated instructions. It is also the fourth year the publication has been divided into two volumes. A glossary of terms and definitions was added for the first time in 1979-80.

Volume II contains both certificated and non-certificated staff personnel data. The certificated staff data (Section I) deals with staff employed on a full-time and part-time basis; academic degrees held; certificates held; staff mobility; racial/ethnic composition and sex. Three new tables have been added to the 1981-82 edition of Volume II: (1) Classroom Teachers Employed by Major Position Assignment; (2) Classroom Teacher Separations by Major Position Assignment; (3) Beginning and Reentering Teachers, by Major Position Assignment.

The non-certificated staff data (Section II) consists of the following: the number of staff employed by professional and non-professional classifications; the number employed in the various support service program areas and the racial/ethnic distribution of full-time personnel. Non-certificated staff are those support service personnel who are not required to hold State (educational) certification from the State Board of Examiners.

The data were collected from school districts and reviewed by the county data analysts before transmittal to the State Department of Education. For a comprehensive overview of the condition of education it is recommended that both Volumes I & II be used as a set. Volume I contains school district and school data, including enrollments, dropouts, graduates and facilities data and is a separate publication. Each of the sections contains narrative as well as numbers to accommodate reader and user preferences.

The back cover contains two evaluation forms on which users are invited to send comments or suggestions for improving the utility of the data.

ACKNOWLEDGEMENTS

Special appreciation is extended to Dr. W. Frank Johnson, Director of Research for his support and guidance in developing this publication.

We also want to acknowledge the efforts of the district data analysts who supplied the data and the following county data analysts who organized workshops and coordinated the distribution, collection and editing of the instruments at the county level: Ira Helfgott, Atlantic; Armand Palazzi, Bergen; Doreen O'Kane, Burlington; Mardi Gibbons, Camden; Kenneth Fetter, Cape May; William Cervini, Cumberland; Sherilyn Poole, Essex; William Hall, Gloucester; Joseph Schultz, Hudson; Willa L. Cwik, Hunterdon; Vincent Acquaviva, Mercer; Mike Maddaluna, Middlesex; Edward A. Miklus, Monmouth; Kay Manson, Morris; Lucille Stellatella, Ocean; Charles Lagos, Passaic; Thomas E. Anderson, Salem; Sal Abitanta, Somerset; Judy Kohlbach, Sussex; Robert DeCastro, Union; Helen Palladino, Warren.

Office of Management Information staff who were responsible for editing the instruments and tables contained in this publication were supervised by Terri Bolla and Elaine Ailey. The typing was done by Denise King.

Howard Bookin and Toni Ailey developed the many computer runs required to produce the reports generated in support of this publication.

The cover was designed by Debbi Csogi, the graphics consultant for the Public Information Office. This volume was edited by Richard Vespucci, publications editor for the Department of Education.

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INTRODUCTION

This introduction presents selected trend data characteristics of the certificated and non-certificated staff employed in the public elementary and secondary schools between 1977-78 and 1981-82. The data will show that the number of certificated staff employed decreased over the five-year period by 2,337 or a decrease of 2.4 percent. Full-time non-certificated staff decreased by 365, a decrease of 0.9 percent for the period.

TRENDS IN NEW JERSEY EDUCATION
1977-78 to 1981-82

Certificated Staff Characteristics	Selected School Years					Percent Change for Period
	1977-78	1978-79	1979-80	1980-81	1981-82	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Full-Time Staff						
Administrators/Supervisors	6,825	6,962	7,109	7,161	7,150	4.8
Classroom Teachers	78,837	78,569	77,443	76,550	75,231	- 4.6
Educ. Support Services	11,378	11,991	12,421	12,688	12,322	8.3
Total	97,040	97,522	96,973	96,399	94,703	-2.4
Racial/Ethnic Distribution						
White	87,362	87,527	86,859	86,049	84,370	- 3.4
Black	8,361	8,564	8,562	8,702	8,680	3.8
Hispanic	1,050	1,163	1,268	1,361	1,371	30.6
Other	267	268	284	287	282	5.6
Total	97,040	97,522	96,973	96,399	94,703	- 2.4
Degrees Held						
None	1,720	1,615	1,470	1,345	1,271	-26.1
Bachelors	58,904	58,319	56,721	55,238	53,108	- 9.8
Masters	35,166	36,328	37,487	38,436	38,884	10.6
Doctors	1,002	1,038	1,087	1,167	1,235	23.3
Other	248	222	208	213	205	-17.3
Total	97,040	97,522	96,973	96,399	94,703	- 2.4
Certificates Held						
Regular	95,280	95,827	95,437	94,859	93,287	- 2.1
Provisional	581	610	531	538	532	- 8.4
Emergency	441	440	415	440	448	1.6
Other	738	645	590	562	436	-40.9
Total	97,040	97,522	96,973	96,399	94,703	- 2.4
Staff Mobility						
Entering	12,833	14,229	14,569	14,295	13,989	9.0
Leaving	13,855	14,565	15,379	15,086	15,695	13.3

Non-Certificated Staff Characteristics	Selected School Years					Percent Change for Period
	1977-78	1978-79	1979-80	1980-81	1981-82	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Racial/Ethnic Distribution of Full-Time Staff	42416.0	43100.0	42576.0	43024.0	42051.0	- 0.9
White	34,654	35,168	34,852	35,096	34,191	- 1.3
Black	6,749	6,866	6,678	6,820	6,724	- 0.4
Hispanic	945	991	949	1,015	1,029	+ 8.8
Other	68	75	97	93	108	+58.8

Changing Profiles of the Classroom Teacher

- Between 1977-78 and 1981-82 the number of full-time classroom teachers employed decreased by 3,606. By 1981-82 56 percent of the classroom teachers were employed at the elementary school level and 39 percent were serving the secondary schools. Another five percent of the classroom teachers were serving both elementary and secondary schools from district level positions as itinerant teachers.

- Sixty-five percent of full-time classroom teachers held the bachelor's degree in 1981-82. Thirty-four percent held the master's degree and one percent did not have a degree. There were 332 teachers (.4 percent) with a doctor's degree.

- Professional preparation in the form of advanced degrees increased noticeably during the last five years. Teachers holding the master's degree increased by 10.2 percent and classroom teachers with a doctor's degree increased by 26.7 percent.

- There was no noticeable change in the number of classroom teachers with provisional or emergency certificates. There were 414 classroom teachers with provisional certificates in 1981-82 and there were 405 in 1977-78. Five years ago there were 431 teachers with emergency certificates, and in 1981-82 there were 430. The ratio of teachers with provisional and emergency certificates may increase if the total number of teachers continues to decline and if the teachers with other than regular certificates holds at present levels.

- The median age of the 1981-82 classroom teacher was 37 years, a slight increase from the median of 35 years reported last year.

- The median years of experience of the 1981-82 classroom teacher was 11 years, a slight increase from the median of nine (9) years reported last year.

SECTION I

CERTIFICATED STAFF INFORMATION

CERTIFICATED STAFF INFORMATION

The 20 tables in this section contain data on the certificated staff employed in the public schools of New Jersey on September 30, 1981. The tables are organized to reflect staff employed systemwide by the major position categories: administrators/supervisors; classroom teachers and educational support services personnel. Racial/ethnic data are also provided for the major position categories.

Table I is the basic table in this series. The full-time and part-time certificated staff employed appear in three categories: administrators/supervisors; classroom teachers, and, educational support services personnel. On September 30, 1981 there were 94,703 full-time certificated staff employed in the state. That total was 1,696 fewer than the number reported last year. Decreases were in the following categories: administrators/supervisors 11, classroom teachers 1,319 and educational support services 366.

Of the 3,794 part-time personnel 2,063 or 54.4 percent were classroom teachers; 1,710 or 45.1 percent were support services personnel and 21 were administrators/supervisors.

Table II shows those certificated staff members who are assigned to either the elementary or secondary level and those who serve in systemwide positions. The latter may include administrators, classroom teachers or special educational support services personnel. In some instances the personnel serving systemwide are identified as "itinerants" or personnel "unclassified" in terms of specific school or educational level. There were 10,237 full-time persons serving systemwide in 1981-82. That was an increase of 58 over 1980-81. There were 1,138 certificated staff persons serving in part-time positions at the district level.

Table III takes a look at the certificated staff personnel assigned exclusively to elementary schools. The data show that of the 49,069 certificated staff serving the elementary schools 42,486 (86.6 percent) are classroom teachers, 4,257 (8.7 percent) are educational support services personnel, and 2,326 (4.7 percent) are administrators or supervisors.

Compared to last year, there was a decrease of 309 educational support services personnel serving elementary schools. There was a decrease of twenty-six (26) administrators or supervisors and a decrease of 596 classroom teachers.

Of the 2,066 elementary school part-time staff, 1,226 or 59.3 percent were classroom teachers; 830 or 40.2 percent were educational support services personnel and ten (10) were administrators or supervisory personnel.

Table IV reflects full-time certificated staff personnel assigned exclusively to the secondary schools. The data show that of the 35,397 certificated staff serving secondary schools, 28,969 (81.8 percent) are classroom teachers, 3,833 (10.8 percent) are educational support services personnel, and, 2,595 (7.3 percent) are administrators or supervisors.

Compared to last year there was a decrease of 86 educational support services personnel serving secondary schools, a decrease of 39 administrators or supervisors, and, a decrease of 698 classroom teachers.

Of the 590 part-time secondary school staff, 420 or 71.2 percent were classroom teachers; 166 or 28.1 percent were educational support services personnel and four (4) were administrators/supervisory personnel.

Table V is the first of three (3) tables dealing with the degree and certificate status of the three major certificated staff categories used in this publication. Each of the three categories: administrators/supervisors, classroom teachers and educational support personnel are also reported by sex.

Approximately 80.1 percent of all administrators and supervisors are male and 19.9 percent are female, however, between 1980-81 and 1981-82 the number of female administrators/supervisors increased by 32. Male administrators/supervisors decreased during the same period (1980-81 and 1981-82) by 43.

Approximately 84.9 percent of the administrators or supervisors held the master's degree and 9.0 percent were holders of a doctor's degree. Doctor's degree holders were up over last year whereas the holders of the bachelor's degree dropped from 384 to 349, a drop of nine (9) percent.

"Regular" certificates were held by 99 percent of the administrators and supervisors in their first or major assignment.

In terms of numbers and percentages, the degree status of administrators and supervisors improved over last year.

Table VI repeats the data elements contained in the previous table, however, the data relate to classroom teachers. This year again, an improvement is reported in the degree and certificate status of classroom teachers. Of the classroom teachers, 25,425 (33.8 percent) held the master's degree and 332 (0.4 percent) held the doctor's degree. Both of those categories were up compared to last year. Compared to last year there was a decline in the number of classroom teachers without a degree. Teachers without degrees are primarily those serving in areas where experience, in lieu of formal education, is one of the qualifying prerequisites to employment.

The number of classroom teachers reported as having no certificate in the first or major assignment decreased from 318 in 1980-81 to 225 in 1981-82.

Approximately 64.8 percent of the classroom teachers are female and 35.2 percent are male. Compared to last year there was a decrease of 760 male classroom teachers and a decrease of 559 female teachers.

Table VII is the last of the series reporting on the degree and certificate status of certificated personnel. The special educational support services group described in this table includes such titles as librarian, nurse, psychologist, counselor, remedial instructor, etc.

For the first time in over a decade the educational support services category showed a decrease in full-time personnel employed. The decrease of 366 occurred between 1980-81 and the fall of 1981. There was no significant change in the ratio of personnel employed by gender.

Table VIII is the first of three tables reporting on the racial/ethnic composition of certificated staff. Of the administrators and supervisors serving full-time, 6,465 (90.4 percent) were White, 618 (8.6 percent) were Black and 62 (0.9 percent) were Hispanic. Compared to last year there was an increase of 0.2 percent in "minority" administrators/supervisors.

Table IX reports on the racial/ethnic distribution of classroom teachers. Of the 75,231 classroom teachers employed full-time 66,826 (88.8 percent) were White, 7,018 (9.3 percent) were Black, 1,154 (1.5 percent) were Hispanic, 209 (0.3 percent) were Asian or Pacific Islander and 24 were American Indian or Alaskan Native. Compared to last year there was an increase of 0.2 percent in the group classified as "minority."

Table X is the last of three tables reporting on the racial/ethnic characteristics of certificated staff. In this table, the educational support services group is reported by racial/ethnic categories: 11,079 (89.9 percent) were White, 1,044 (8.5 percent) Black, 155 (1.3 percent) were Hispanic and there were 44 full-time personnel in the two remaining categories. The minority group is 10.1 percent of the total. Compared to last year there was a decrease of 0.1 percent in the number of educational support services personnel employed.

Table XI is the first of three tables containing age distributions for certificated staff personnel. Of the 7,150 administrator/supervisor group, 2,103 (29.4 percent) were in the 42-49 age group. Eighty-three (1.2 percent) were in the "66 and over" category and 6 (0.1 percent) were in the 18-25 category. The median age of the administrator/supervisory group was 47 years.

Table XII shows that of the 75,231 classroom teachers, 22,597 (30.3 percent) were in the 26-33 age group. In the "66 and over" age group there were 376 (0.5 percent) classroom teachers, and 4,234 (5.6 percent) were reported in the 18 to 25 age group. The median age of classroom teachers was approximately 37 years.

Table XIII is the last of three tables containing the age distributions of certificated staff. Of the 12,322 educational support services staff, 3,021 (24.5 percent) were in the 34-41 age group. There were 135 staff in the "66 and over" age group and 319 (2.6 percent) in the 18 to 25 age group. The median age of the educational support services staff was approximately 43 years.

Table XIV is the first of three tables containing experience distributions for full-time certificated staff personnel. Of the 7,150 administrator/supervisor group, 1,655 had 20 to 24 years of total experience. There were 1,532 (21.4 percent) administrators/supervisors in the 15 to 19 experience group. Nine (9) administrators/supervisors had less than one (1) year of experience. Twelve had 45 or more years of experience. The median years of experience reported for the administrator/supervisor group was 20 years.

Table XV shows that of 75,231 classroom teachers, 19,056 (25.3 percent) had 10 to 14 years of experience, and 18,512 (24.6 percent) had 5 to 9 years of experience. Seventeen (17) of the classroom teachers had 45 or more years of experience, and 1,940 (2.6 percent) had less than one year of experience. The median years of experience for classroom teachers was eleven (11) years.

Table XVI is the last of three tables containing the employment experience distributions of certificated personnel. Of the 12,322 educational support services personnel 2,897 (23.5 percent) reported 10 to 14 years of experience, and, 2,744 (22.3 percent) reported 5 to 9 years of experience. Eight educational support services personnel had 45 or more years of experience, and, 245 (1.9 percent) reported less than one (1) year of experience. The median years of experience for educational support services personnel was twelve (12) years.

Table XVII summarizes the mobility characteristics of full-time certificated staff including the three major categories: administrators and supervisors, classroom teachers, and special educational support services personnel. Statewide the data again show more certificated staff "leaving" than "entering".

The terms "entering" and "leaving" are a composite of approximately 21 coded explanations (reasons) supplied to respondents to facilitate identification of sources of staff supply, and, the destination of those who either transfer from school to school, resign, retire, or accept employment in non-teaching positions, etc.

Statewide, the mobility rates for 1980-81 exceeded the average of those rates for the last five years, with two exceptions: the entering rate for administrators/supervisors was identical with the average (for its group) over the last five years. The entering rate for educational support services staff, showed a dramatic decrease from its average for the past five years. The support service group also registered the lowest entering rate (for its group) for the five year period 1977-78 to 1981-82.

The statewide "entering" rate for all certificated staff was 14.8 (approximately 15 full-time staff per 100 employed). Nine counties exceeded that rate. The statewide "leaving" rate was 16.5 per 100 staff employed. Nine counties also exceeded that rate.

The certificated staff "entering" rates exceeded the "leaving" rates in two counties: Ocean and Sussex. Hunterdon County had the lowest mobility rate for certificated staff " leaving" as well as those "entering".

Table XVIII: of the 75,231 full-time classroom teachers employed, 37 percent were elementary teachers and 63 percent were in fields needing specialized instructional certificate endorsements.

Forty-four percent of all full-time teachers were employed in six specific fields:

	Percent
1. English	11
2. special education	8
3. health & physical education	7
4. mathematics	7
5. social studies	6
6. science	5

Fifteen percent of the full-time classroom teachers employed were divided among the following positions: music, industrial arts, foreign languages, art and business.

Four percent of the full-time classroom teachers were employed as vocational or home economics teachers.

Table XIX: seventy-three percent of the "beginning" and "reentering" teachers (employed in 1981-82), were either elementary teachers (23 percent) or teachers in the following specific fields:

	Percent
1. special education	19
2. English	11
3. mathematics	8
4. health & physical education	7
5. science	5

Teachers in the remaining disciplines who were "beginning" teachers or who were "reentering" teaching in 1981-82, were as follows:

1. twelve percent were divided among the social studies, music and the vocational subject area,
2. nine percent were reported among the foreign languages, industrial arts and the business disciplines, and,
3. four percent of the "beginners" and returnees" were home economics or art teachers.

The "beginning" and "reentering" teachers are approximately 31 percent of the total classroom teachers new to their positions for 1981-82. The total of all classroom teachers "entering" appears in Table XVII, column (4).

Table XX: shows that 4,884 teachers were separated from classroom duties during the school year 1980-81 and the summer of 1981. That number (4,884) was 39 percent of the classroom teachers "leaving". (see Table XVII, column 5 for total number "leaving").

Seventy-seven percent of the full-time teachers separated from classroom duties during the 1980-81 school year and the summer of 1981, were either elementary teachers (30 percent) or teachers employed in the following fields:

	Percent
1. English	12
2. special education	10
3. mathematics	8
4. science	6
5. health & physical education	6
6. social studies	5

Eighteen percent of the classroom teachers separated (1980-81) were divided among art, business, foreign languages, industrial arts, vocational education, home economics and permanent secondary substitute teacher positions.

Four percent of the separations were full-time classroom teachers employed in music positions.

Comparison of Certificated Staff Mobility*

Category	1981-82	1977-78
Administrators/Supervisors		
Entering	803	762
Leaving	953	946
Classroom Teachers		
Entering	11,310	9,820
Leaving	12,527	11,094
Educational Support Services		
Entering	1,876	2,251
Leaving	2,179	1,815
Total Certificated Staff		
Entering	13,989	12,833
Leaving	15,659	13,855

*"Leaving" Data are for the year preceding the report year.

TABLE I

FULL-TIME AND PART-TIME STAFF EMPLOYED IN THE PUBLIC SCHOOLS OF NEW JERSEY BY COUNTY AND MAJOR ASSIGNMENT CATEGORY SEPTEMBER 30, 1981

COUNTY	CERTIFICATED STAFF								PERCENT OF TOTAL CERTIFICATED STAFF	
	ADMINISTRATORS AND SUPERVISORS		CLASSROOM TEACHERS		EDUCATIONAL SUPPORT SERVICES		TOTAL			
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Atlantic	220	1	1,957	46	358	39	2,535	86	2.7	2.3
Bergen	834	6	7,909	356	1,319	228	10,062	590	10.6	15.5
Burlington	356	2	4,121	99	551	122	5,028	223	5.3	5.9
Camden	466	2	4,931	59	806	84	6,203	145	6.6	3.8
Cape May	69		800	32	153	25	1,022	57	1.1	1.5
Cumberland	134		1,628	17	236	9	1,998	26	2.1	0.7
Essex	803		8,200	117	1,305	124	10,308	241	10.9	6.3
Gloucester	186	1	2,237	44	359	58	2,782	103	2.9	2.7
Hudson	380		4,649	13	782	12	5,811	25	6.1	0.7
Hunterdon	92		1,097	62	165	81	1,354	143	1.4	3.8
Mercer	291		2,909	110	552	94	3,752	204	4.0	5.4
Middlesex	580		6,195	215	1,010	86	7,785	301	8.2	7.9
Monmouth	564	2	5,657	225	803	227	7,024	454	7.4	12.0
Morris	484	3	4,643	201	784	182	5,911	386	6.2	10.2
Ocean	337	1	3,543	70	586	63	4,466	134	4.7	3.5
Passaic	352		4,384	54	704	48	5,440	102	5.7	2.7
Salem	89		778	16	133	14	1,000	30	1.1	0.8
Somerset	234	1	2,339	108	412	41	2,985	150	3.2	3.9
Sussex	131		1,485	55	238	52	1,854	107	2.0	2.8
Union	478	1	4,768	109	910	76	6,156	186	6.5	4.9
Warren	70	1	1,001	55	156	45	1,227	101	1.3	2.7
TOTAL	7,150	21	75,231	2,063	12,322	1,710	94,703	3,794	100.0	100.0
PERCENT	7.6	0.5	79.4	54.4	13.0	45.1				

TABLE II

FULL–TIME AND PART–TIME CERTIFICATED STAFF ASSIGNED TO
ELEMENTARY SCHOOL, SECONDARY SCHOOL AND
SYSTEM–WIDE POSTIONS
BY COUNTY AND TYPE OF POSITION
SEPTEMBER 30, 1981

COUNTY	CERTIFICATED STAFF ASSIGNED						TOTAL FULL–TIME CERTIFICATED STAFF	
	ELEMENTARY SCHOOLS		SECONDARY SCHOOLS		SYSTEM–WIDE POSITIONS			
	FULL–TIME	PART–TIME	FULL–TIME	PART–TIME	FULL–TIME	PART–TIME	FULL–TIME	PART–TIME
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Atlantic	1,490	54	718	14	327	18	2,535	86
Bergen	4,758	288	4,059	124	1,245	178	10,062	590
Burlington	2,782	139	1,770	21	476	63	5,028	223
Camden	3,173	75	2,388	31	642	39	6,203	145
Cape May	589	48	372	2	61	7	1,022	57
Cumberland	1,121	17	674	1	203	8	1,998	26
Essex	5,450	84	3,780	37	1,078	120	10,308	241
Gloucester	1,297	71	1,219	13	266	19	2,782	103
Hudson	3,332	15	1,897	3	582	7	5,811	25
Hunterdon	798	107	495	14	61	22	1,354	143
Mercer	1,766	81	1,507	26	479	97	3,752	204
Middlesex	3,630	137	3,156	62	999	102	7,785	301
Monmouth	3,654	253	2,691	72	679	129	7,024	454
Morris	3,256	227	2,055	38	600	121	5,911	386
Ocean	2,599	107	1,545	12	322	15	4,466	134
Passaic	2,965	35	1,817	15	658	52	5,440	102
Salem	511	23	386	4	103	3	1,000	30
Somerset	1,363	79	1,243	48	379	23	2,985	150
Sussex	1,070	79	673	14	111	14	1,854	107
Union	2,800	83	2,492	31	864	72	6,156	186
Warren	665	64	460	8	102	29	1,227	101
TOTAL	49,069	2,066	35,397	590	10,237	1,138	94,703	3,794
Percent of Certificated Staff Assigned	51.8	54.4	37.4	15.6	10.8	30.0	100.0	100.0

TABLE III

FULL–TIME AND PART–TIME CERTIFICATED STAFF ASSIGNED TO ELEMENTARY SCHOOLS BY MAJOR POSITION ASSIGNMENT CATEGORY AND COUNTY
SEPTEMBER 30, 1981

COUNTY	MAJOR ELEMENTARY SCHOOL ASSIGNMENT CATEGORY						TOTAL ELEMENTARY CERTIFICATED STAFF		PERCENT OF TOTAL ELEMENTARY CERTIFICATED STAFF	
	ADMINISTRATORS AND SUPERVISORS		CLASSROOM TEACHERS		EDUCATIONAL SUPPORT SERVICES					
	FULL–TIME	PART–TIME	FULL–TIME	PART–TIME	FULL–TIME	PART–TIME	FULL–TIME	PART–TIME	FULL–TIME	PART–TIME
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Atlantic	63	1	1,294	24	133	29	1,490	54	3.0	2.6
Bergen	257	5	4,104	180	397	103	4,758	288	9.7	13.9
Burlington	127	1	2,460	63	195	75	2,782	139	5.6	6.7
Camden	150	1	2,747	27	276	47	3,173	75	6.4	3.6
Cape May	28		480	27	81	21	589	48	1.2	2.3
Cumberland	50		977	13	94	4	1,121	17	2.3	0.8
Essex	299		4,737	43	414	41	5,450	84	11.1	4.1
Gloucester	57	1	1,131	36	109	34	1,297	71	2.6	3.5
Hudson	142		2,877	8	313	7	3,332	15	6.8	0.7
Hunterdon	35		678	51	85	56	798	107	1.6	5.2
Mercer	89		1,514	57	163	24	1,766	81	3.6	3.9
Middlesex	162		3,180	119	288	18	3,630	137	7.4	6.6
Monmouth	155		3,214	132	285	121	3,654	253	7.4	12.4
Morris	160	1	2,774	136	322	90	3,256	227	6.6	11.0
Ocean	115		2,198	62	286	45	2,599	107	5.6	5.2
Passaic	138		2,634	29	193	6	2,965	35	6.0	1.7
Salem	23		434	13	54	10	511	23	1.0	1.1
Somerset	60		1,171	60	132	19	1,363	79	2.8	3.8
Sussex	44		908	44	118	35	1,070	79	2.2	3.8
Union	144		2,396	61	258	22	2,800	83	5.7	4.0
Warren	28		576	41	61	23	665	64	1.4	3.1
TOTAL	2,326	10	42,486	1,226	4,257	830	49,069	2,066	100.0	100.0
Percent of Elementary Certificated Staff	4.7	0.5	86.6	59.3	8.7	40.2	100.0	100.0		

TABLE IV

FULL--TIME AND PART--TIME CERTIFICATED STAFF ASSIGNED TO SECONDARY SCHOOLS BY MAJOR POSITION ASSIGNMENT, CATEGORY AND COUNTY SEPTEMBER 30, 1981

COUNTY	MAJOR SECONDARY SCHOOL ASSIGNMENT CATEGORY						TOTAL SECONDARY CERTIFICATED STAFF		PERCENT OF TOTAL SECONDARY CERTIFICATED STAFF	
	ADMINISTRATORS AND SUPERVISORS		CLASSROOM TEACHERS		EDUCATIONAL SUPPORT SERVICES					
	FULL--TIME	PART--TIME	FULL--TIME	PART--TIME	FULL--TIME	PART--TIME	FULL--TIME	PART--TIME	FULL--TIME	PART--TIME
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Atlantic	71		568	13	79	1	718	14	2.0	2.4
Bergen	312		3,321	92	426	32	4,059	124	11.5	21.0
Burlington	126		1,472	14	172	7	1,770	21	5.0	3.6
Camden	162	1	1,957	20	269	10	2,388	31	6.7	5.3
Cape May	24		316	2	32		372	2	1.1	0.3
Cumberland	43		579	1	52		674	1	1.9	0.2
Essex	280		3,106	27	394	10	3,780	37	10.7	6.3
Gloucester	74		1,024	3	121	10	1,219	13	3.4	2.2
Hudson	122		1,530	2	245	1	1,897	3	5.4	0.5
Hunterdon	37		398	6	60	8	495	14	1.4	2.4
Mercer	96		1,238	23	173	3	1,507	26	4.3	4.4
Middlesex	216		2,603	53	337	9	3,156	62	8.9	10.5
Monmouth	244		2,199	43	248	29	2,691	72	7.6	12.2
Morris	189		1,662	30	204	8	2,055	38	5.8	6.4
Ocean	112	1	1,268	5	165	6	1,545	12	4.4	2.0
Passaic	118		1,474	10	225	5	1,817	15	5.1	2.5
Salem	34		313	2	39	2	386	4	1.1	0.7
Somerset	97	1	1,002	41	144	6	1,243	48	3.5	8.1
Sussex	59		535	8	79	6	673	14	1.9	2.4
Union	155		2,020	22	317	9	2,492	31	7.0	5.2
Warren	24	1	384	3	52	4	460	8	1.3	1.4
TOTAL	2,595	4	28,969	420	3,833	166	35,397	590	100.0	100.0
Percent of Secondary Certificated Staff	7.3	0.7	81.8	71.2	10.9	28.1	100.0	100.0		

TABLE V

SEX, HIGHEST DEGREE HELD AND CERTIFICATE HELD BY
ADMINISTRATORS AND SUPERVISORS EMPLOYED IN THE
PUBLIC SCHOOLS OF NEW JERSEY
BY COUNTY
SEPTEMBER 30,1981

COUNTY	SEX				TOTAL NUMBER	NUMBER BY											
						HIGHEST DEGREE HELD					CERTIFICATE HELD						
	MALE		FEMALE														
	NUMBER	PER-CENT	NUMBER	PER-CENT		NONE	BACH-ELORS	MASTERS	DOC-TORS	OTHER	REGULAR	PROVI-SIONAL	EMER-GENCY	TEMPO-RARY	INTERN	Part Time Voc.	NONE
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Atlantic	181	82.3	39	17.7	220	2	18	177	21	2	220						
Bergen	698	83.7	136	16.3	834	8	30	701	84	11	824	1					9
Burlington	297	83.4	59	16.6	356	2	21	302	30	1	356						
Camden	372	79.8	94	20.2	466	6	55	368	37		463						3
Cape May	58	84.1	11	15.9	69		2	63	4		69						
Cumberland	101	75.4	33	24.6	134		5	121	8		134						
Essex	600	74.7	203	25.3	803	3	36	675	87	2	790			1			12
Gloucester	156	83.9	30	16.1	186	4	9	158	15		185		1				
Hudson	279	73.4	101	26.6	380	1	23	329	24	3	370	1	2				7
Hunterdon	79	85.9	13	14.1	92	1	2	81	7	1	92						
Mercer	220	75.6	71	24.4	291		12	247	29	3	290	1					
Middlesex	460	79.3	120	20.7	580	1	20	490	60	9	579						1
Monmouth	449	79.6	115	20.4	564	5	22	487	49	1	562						2
Morris	415	85.7	69	14.3	484	2	15	423	42	2	483	1					
Ocean	278	82.5	59	17.5	337	1	17	300	19		335	1	1				
Passaic	252	71.6	100	28.4	352	3	18	308	20	3	349						3
Salem	76	85.4	13	14.6	89	1	4	78	6		89						
Somerset	191	81.6	43	18.4	234	1	7	192	32	2	233			1			
Sussex	119	90.8	12	9.2	131	2	7	108	12	2	130			1			
Union	379	79.3	99	20.7	478	2	20	400	54	2	476						2
Warren	65	92.9	5	7.1	70		6	60	3	1	69						1
TOTAL	5,725	80.1	1,425	19.9	7,150	45	349	6,068	643	45	7,098	5	4	3			40
PERCENT						0.6	4.9	84.9	9.0	0.6	99.2	0.1	0.1	0.0			0.6

TABLE VI

SEX, HIGHEST DEGREE HELD AND CERTIFICATE HELD BY
CLASSROOM TEACHERS EMPLOYED IN THE
PUBLIC SCHOOLS OF NEW JERSEY
BY COUNTY
SEPTEMBER 30, 1981

COUNTY	SEX				TOTAL NUMBER	NUMBER BY											
	MALE		FEMALE			HIGHEST DEGREE HELD					CERTIFICATE HELD						
	NUMBER	PER-CENT	NUMBER	PER-CENT		NONE	BACH-ELORS	MASTERS	DOC-TORS	OTHER	REGULAR	PROVI-SIONAL	EMER-GENCY	TEMPO-RARY	INTERN	Part Time Voc.	NONE
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
Atlantic	648	33.1	1,309	66.9	1,957	26	1,584	347			1,927	5	15	2			8
Bergen	3,037	38.4	4,872	61.6	7,909	79	3,716	4,046	60	8	7,846	23	21	5	3		11
Burlington	1,473	35.7	2,648	64.3	4,121	41	2,958	1,111	9	2	4,081	4	25				11
Camden	1,755	35.6	3,176	64.4	4,931	115	3,551	1,240	18	7	4,780	22	69	25	4		31
Cape May	318	39.8	482	60.2	800	39	611	149	1		769	2	29				
Cumberland	539	33.1	1,089	66.9	1,628	35	1,307	283	2	1	1,591	16	17	1			3
Essex	2,693	32.8	5,507	67.2	8,200	68	5,057	3,005	68	2	7,950	145	50	8	2		45
Gloucester	852	38.1	1,385	61.9	2,237	22	1,716	487	10	2	2,222	2	8	2			3
Hudson	1,516	32.6	3,133	67.4	4,649	86	3,178	1,370	11	4	4,539	55	47	1	1		6
Hunterdon	414	37.7	683	62.3	1,097	5	723	363	4	2	1,092	4	1				
Mercer	928	31.9	1,981	68.1	2,909	35	1,972	890	9	3	2,883	19	6				1
Middlesex	2,217	35.8	3,978	64.2	6,195	79	3,669	2,401	36	10	6,101	38	37	4		1	14
Monmouth	1,960	34.6	3,697	65.4	5,657	41	3,722	1,869	21	4	5,626	12	10				9
Morris	1,655	35.6	2,988	64.4	4,643	34	2,775	1,817	16	1	4,581	12	9	16			25
Ocean	1,308	36.9	2,235	63.1	3,543	45	2,548	938	8	4	3,524	2	12	3			2
Passaic	1,391	31.7	2,993	68.3	4,384	49	2,952	1,360	17	6	4,329	11	34	2	1		7
Salem	295	37.9	483	62.1	778	17	636	124		1	757	1	15				5
Somerset	893	38.2	1,446	61.8	2,339	11	1,407	905	16		2,323	8	1				7
Sussex	581	39.1	904	60.9	1,485	18	988	474	4	1	1,475	4	2				4
Union	1,650	34.6	3,118	65.4	4,763	53	2,694	1,995	21	5	4,696	19	14	6	3		30
Warren	386	38.6	615	61.4	1,001	13	736	251	1		975	10	8	5			3
TOTAL	26,509	35.2	48,722	64.8	75,231	911	48,500	25,425	332	63	74,067	414	430	80	14	1	225
					PERCENT	1.2	64.5	33.8	0.4	0.1	98.4	0.6	0.6	0.1	0.0	0.0	0.3

TABLE VII

SEX, HIGHEST DEGREE HELD AND CERTIFICATE HELD BY
EDUCATIONAL SUPPORT SERVICES PERSONNEL EMPLOYED IN THE
PUBLIC SCHOOLS OF NEW JERSEY
BY COUNTY
SEPTEMBER 30, 1981

COUNTY	SEX				TOTAL NUMBER	NUMBER BY											
						HIGHEST DEGREE HELD					CERTIFICATE HELD						
	MALE		FEMALE														
	NUMBER	PER-CENT	NUMBER	PER-CENT		NONE	BACH-ELORS	MASTERS	DOC-TORS	OTHER	REGULAR	PROVI-SIONAL	EMER-GENCY	TEMPO-RARY	INTERN	Part Time Voc.	NONE
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
Atlantic	87	24.3	271	75.7	358	15	163	171	4	5	344	8	1				5
Bergen	318	24.1	1,001	75.9	1,319	22	354	888	44	11	1,305	8	1	1			4
Burlington	140	25.4	411	74.6	551	12	190	329	17	3	540	9					2
Camden	225	27.9	581	72.1	806	14	294	470	19	9	785	10	1	1			9
Cape May	44	28.8	109	71.2	153	8	76	66	2	1	147	2	2				2
Cumberland	57	24.2	179	75.8	236	10	115	106	3	2	227	7	1				1
Essex	315	24.1	990	75.9	1,305	20	387	852	38	8	1,275	21	2	3			4
Gloucester	85	23.7	274	76.3	359	8	158	188	5		354	5					
Hudson	244	31.2	538	68.8	782	26	310	434	7	5	770	5	2		1		4
Hunterdon	40	24.2	125	75.8	165	8	71	82	3	1	164	1					
Mercer	127	23.0	425	77.0	552	17	197	321	13	4	549	3					
Middlesex	249	24.7	761	75.3	1,010	15	311	645	23	16	998	4	1				7
Monmouth	202	25.2	601	74.8	803	32	247	500	17	7	792	5		2			4
Morris	186	23.7	598	76.3	784	29	241	500	17	2	773	2		2			7
Ocean	178	30.4	408	69.6	586	22	223	329	6	6	580	6					
Passaic	180	25.6	524	74.4	704	25	246	415	12	6	696	3					5
Salem	33	24.8	100	75.2	133	5	65	63			130	1					2
Somerset	98	23.8	314	76.2	412	6	120	275	11		406	3	2				1
Sussex	59	24.8	179	75.2	238	4	109	120	2	3	232	3					3
Union	242	26.6	668	73.4	910	14	309	569	16	2	904	3					3
Warren	37	23.7	119	76.3	156	3	73	73	1	6	151	4	1				
TOTAL	3,146	25.5	9,176	74.5	12,322	315	4,259	7,391	260	97	12,122	113	14	9	1		63
				PERCENT		2.6	34.5	60.0	2.1	0.8	98.4	0.9	0.1	0.1	0.0		0.5

TABLE VIII

RACIAL/ETHNIC DISTRIBUTION OF FULL TIME ADMINISTRATORS AND SUPERVISORS EMPLOYED IN NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY SEPTEMBER 30, 1981

COUNTY	WHITE*		BLACK*		HISPANIC		AMERICAN INDIAN/ ALASKAN NATIVE		ASIAN OR PACIFIC ISLANDER		TOTAL ADMIN./ SUPERVISORS EMPLOYED	MINORITY** ADMIN./ SUPVR. AS % OF COUNTY TOTAL
	ADMIN./ SUPVR. EMPLOYED	% of Total Admin./ Supvr. in County	ADMIN./ SUPVR. EMPLOYED	% of Total Admin./ Supvr. in County	ADMIN./ SUPVR. EMPLOYED	% of Total Admin./ Supvr. in County	ADMIN./ SUPVR. EMPLOYED	% of Total Admin./ Supvr. in County	ADMIN./ SUPVR. EMPLOYED	% of Total Admin./ Supvr. in County		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Atlantic	187	85.0	31	14.1	2	0.9					220	15.0
Bergen	808	96.9	24	2.9	1	0.1			1	0.1	834	3.1
Burlington	330	92.7	25	7.0			1	0.3			356	7.3
Camden	403	86.5	58	12.4	5	1.1					466	13.5
Cape May	65	94.2	4	5.8							69	5.8
Cumberland	118	88.1	15	11.2	1	0.7					134	11.9
Essex	587	73.1	197	24.5	17	2.1	1	0.1	1	0.1	803	26.9
Gloucester	179	96.2	7	3.8							186	3.8
Hudson	340	89.5	30	7.9	10	2.6					380	10.5
Hunterdon	92	100.0									92	0.0
Mercer	240	82.5	47	16.2	4	1.4					291	17.5
Middlesex	546	94.1	30	5.2	3	0.5			1	0.2	580	5.9
Monmouth	529	93.8	28	5.0	7	1.2					564	6.2
Morris	478	98.8	6	1.2							484	1.2
Ocean	332	98.5	3	0.9	2	0.6					337	1.5
Passaic	309	87.8	41	11.6	2	0.6					352	12.2
Salem	82	92.1	5	5.6	2	2.2					89	7.9
Somerset	225	96.5	8	3.4	1	0.4					234	3.8
Sussex	131	100.0									131	0.0
Union	414	86.6	59	12.3	5	1.0					478	13.4
Warren	70	100.0									70	0.0
TOTAL	6,465	90.4	618	8.6	62	0.9	2	0.0	3	0.0	7,150	9.6

*Not of Hispanic Origin

**% County Minority Enrollment = Columns 4, 6, 8, and 10 Divided by Column 12

TABLE IX

RACIAL/ETHNIC DISTRIBUTION OF FULL TIME CLASSROOM TEACHERS EMPLOYED IN NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY SEPTEMBER 30, 1981

COUNTY	WHITE*		BLACK*		HISPANIC		AMERICAN INDIAN/ ALASKAN NATIVE		ASIAN OR PACIFIC ISLANDER		TOTAL CLASSROOM TEACHERS EMPLOYED	MINORITY** CLASSROOM TEACHERS AS % OF COUNTY TOTAL
	CLASSROOM TEACHERS EMPLOYED	% of Total Classroom Teachers in County	CLASSROOM TEACHERS EMPLOYED	% of Total Classroom Teachers in County	CLASSROOM TEACHERS EMPLOYED	% of Total Classroom Teachers in County	CLASSROOM TEACHERS EMPLOYED	% of Total Classroom Teachers in County	CLASSROOM TEACHERS EMPLOYED	% of Total Classroom Teachers in County		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Atlantic	1,648	84.2	281	14.4	20	1.0	2	0.1	6	0.3	1,957	15.8
Bergen	7,649	96.7	181	2.3	46	0.6	3	0.0	30	0.4	7,909	3.3
Burlington	3,732	90.6	362	8.8	19	0.5	2	0.0	6	0.1	4,121	9.4
Camden	4,117	83.5	725	14.7	73	1.5	3	0.1	13	0.3	4,931	16.5
Cape May	761	95.1	35	4.4	4	0.5					800	4.9
Cumberland	1,460	89.7	131	8.0	25	1.5	3	0.2	9	0.6	1,628	10.3
Essex	5,530	67.4	2,371	28.9	260	3.2			39	0.5	8,200	32.6
Gloucester	2,119	94.7	111	5.0	3	0.1	1	0.0	3	0.1	2,237	5.3
Hudson	3,888	83.6	453	9.7	283	6.1			25	0.5	4,649	16.4
Hunterdon	1,091	99.5	4	0.4	1	0.1			1	0.1	1,097	0.5
Mercer	2,350	80.8	512	17.6	35	1.2	1	0.0	11	0.4	2,909	19.2
Middlesex	5,812	93.8	271	4.4	98	1.6			14	0.2	6,195	6.2
Monmouth	5,294	93.6	324	5.7	28	0.5	1	0.0	10	0.2	5,657	6.4
Morris	4,544	97.9	65	1.4	23	0.5	2	0.0	9	0.2	4,643	2.1
Ocean	3,448	97.3	65	1.8	24	0.7	3	0.1	3	0.1	3,543	2.7
Passaic	3,758	85.7	502	11.5	116	2.6	1	0.0	7	0.2	4,384	14.3
Salem	704	90.5	72	9.3	1	0.1	1	0.1			778	9.5
Somerset	2,270	97.1	58	2.5	6	0.3			5	0.2	2,339	2.9
Sussex	1,481	99.7	2	0.1	2	0.1					1,485	0.3
Union	4,176	87.6	488	10.2	85	1.8	1	0.0	18	0.4	4,768	12.4
Warren	994	99.3	5	0.5	2	0.2					1,001	0.7
TOTAL	66,826	88.8	7,018	9.3	1,154	1.5	24	0.0	209	0.3	75,231	11.2

*Not of Hispanic Origin

**% County Minority Enrollment = Columns 4, 6, 8, and 10 Divided by Column 12

TABLE X

RACIAL/ETHNIC DISTRIBUTION OF FULL-TIME EDUCATIONAL SUPPORT SERVICES PERSONNEL EMPLOYED IN NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY SEPTEMBER 30, 1981

COUNTY	WHITE*		BLACK*		HISPANIC		AMERICAN INDIAN/ ALASKAN NATIVE		ASIAN OR PACIFIC ISLANDER		TOTAL ED. SUPPORT SERVICES PERSONNEL EMPLOYED	MINORITY** ED. SUPPORT SERVICES PERSONNEL AS % OF COUNTY TOTAL
	ED. SUPPORT SERVICES PERSONNEL EMPLOYED	% of Total Ed. Support Services Personnel in County	ED. SUPPORT SERVICES PERSONNEL EMPLOYED	% of Total Ed. Support Services Personnel in County	ED. SUPPORT SERVICES PERSONNEL EMPLOYED	% of Total Ed. Support Services Personnel in County	ED. SUPPORT SERVICES PERSONNEL EMPLOYED	% of Total Ed. Support Services Personnel in County	ED. SUPPORT SERVICES PERSONNEL EMPLOYED	% of Total Ed. Support Services Personnel in County		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Atlantic	308	86.0	41	11.5	8	2.2			1	0.3	358	14.0
Bergen	1,267	96.1	45	3.4	3	0.2	1	0.1	3	0.2	1,319	3.9
Burlington	501	90.9	47	8.5	1	0.2	1	0.2	1	0.2	551	9.1
Camden	702	87.1	89	11.0	11	1.4			4	0.5	806	12.9
Cape May	148	96.7	5	3.3							153	3.3
Cumberland	208	88.1	19	8.1	6	2.5			3	1.3	236	11.9
Essex	976	74.8	307	23.5	19	1.5			3	0.2	1,305	25.2
Gloucester	339	94.4	20	5.6							359	5.6
Hudson	676	86.4	64	8.2	39	5.0			3	0.4	782	13.6
Hunterdon	164	99.4					1	0.6			165	0.6
Mercer	455	82.4	91	16.5	5	0.9			1	0.2	552	17.6
Middlesex	938	92.9	55	5.4	14	1.4	1	0.1	2	0.2	1,010	7.1
Monmouth	748	93.2	50	6.2	3	0.4			2	0.2	803	6.8
Morris	769	98.1	12	1.5					3	0.4	784	1.9
Ocean	568	96.9	13	2.2	2	0.3	1	0.2	2	0.3	586	3.1
Passaic	629	89.3	44	6.3	26	3.7	4	0.6	1	0.1	704	10.7
Salem	118	88.7	14	10.5	1	0.8					133	11.3
Somerset	393	95.4	15	3.6	1	0.2			3	0.7	412	4.6
Sussex	236	99.2	1	0.4	1	0.4					238	0.8
Union	780	85.7	112	12.3	15	1.6			3	0.3	910	14.3
Warren	156	100.0									156	0.0
TOTAL	11,079	89.9	1,044	8.5	155	1.3	9	0.1	35	0.3	12,322	10.1

*Not Hispanic Origin
**% County Minority Enrollment = Columns 4, 6, 8 and 10 Divided by Column 12

TABLE XI

AGE DISTRIBUTION
ADMINISTRATORS AND SUPERVISORS
NEW JERSEY PUBLIC SCHOOL DISTRICTS
BY COUNTY
SEPTEMBER 30, 1981

COUNTY	NUMBER IN EACH AGE GROUP								TOTAL
	Not Available	18-25	26-33	34-41	42-49	50-57	58-65	66 AND OVER	
Atlantic			16	59	71	62	10	2	220
Bergen			36	171	241	283	96	7	834
Burlington			24	106	106	94	24	2	356
Camden		1	28	124	141	118	50	4	466
Cape May			12	21	16	12	7	1	69
Cumberland			8	37	45	32	11	1	134
Essex			31	162	212	250	133	15	803
Gloucester		1	16	46	63	42	16	2	186
Hudson			31	105	91	94	46	13	380
Hunterdon			14	29	25	23	1		92
Mercer			13	84	72	84	32	6	291
Middlesex		1	25	137	195	164	51	7	580
Monmouth			34	143	170	160	52	5	564
Morris			25	121	160	135	40	3	484
Ocean			21	119	101	74	20	2	337
Passaic			14	72	107	97	57	5	352
Salem		1	9	29	25	14	9	2	89
Somerset			7	66	65	70	26		234
Sussex			13	41	46	24	7		131
Union		2	21	100	130	158	61	6	478
Warren			4	23	21	18	4		70
TOTAL		6	402	1,795	2,103	2,008	753	83	7,150
Percent in Each Age Group		0.1	5.6	25.1	29.4	28.1	10.5	1.2	

TABLE XII

AGE DISTRIBUTION
CLASSROOM TEACHERS
NEW JERSEY PUBLIC SCHOOL DISTRICTS
BY COUNTY
SEPTEMBER 30, 1981

COUNTY	NUMBER IN EACH AGE GROUP								
	Not Available	18-25	26-33	34-41	42-49	50-57	58-65	66 AND OVER	TOTAL
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Atlantic		133	627	568	322	206	89	12	1,957
Bergen		307	1,850	2,375	1,450	1,310	566	51	7,909
Burlington		270	1,305	1,207	688	465	173	13	4,121
Camden		308	1,662	1,485	691	557	213	15	4,931
Cape May		69	320	187	102	81	35	6	800
Cumberland		115	581	461	240	156	64	11	1,628
Essex		344	2,313	2,327	1,409	1,180	575	52	8,200
Gloucester		189	761	662	295	230	91	9	2,237
Hudson		267	1,834	1,287	550	431	243	37	4,649
Hunterdon		85	339	347	187	99	37	3	1,097
Mercer		196	867	750	487	422	172	15	2,909
Middlesex		323	1,679	2,048	1,057	774	275	39	6,195
Monmouth		234	1,630	1,781	930	756	307	19	5,657
Morris		253	1,182	1,492	840	630	231	15	4,643
Ocean		231	1,244	1,103	503	343	105	14	3,543
Passaic		269	1,390	1,215	713	546	224	27	4,384
Salem		57	256	217	121	77	47	3	778
Somerset		121	580	742	427	349	114	6	2,339
Sussex		96	482	492	245	130	35	5	1,485
Union		276	1,323	1,270	826	739	314	20	4,768
Warren		91	372	288	126	85	35	4	1,001
TOTAL		4,234	22,597	22,304	12,209	9,566	3,945	376	75,231
Percent in Each Age Group		5.6	30.1	29.7	16.2	12.7	5.2	0.5	

TABLE XIII

AGE DISTRIBUTION
EDUCATIONAL SUPPORT SERVICES PERSONNEL
NEW JERSEY PUBLIC SCHOOL DISTRICTS
BY COUNTY
SEPTEMBER 30, 1981

COUNTY	NUMBER IN EACH AGE GROUP								TOTAL
	Not Available	18-25	26-33	34-41	42-49	50-57	58-65	66 AND OVER	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Atlantic		18	101	80	66	60	31	2	358
Bergen		26	167	278	309	332	193	14	1,319
Burlington		13	109	147	105	114	59	4	551
Camden		30	166	219	156	155	76	4	806
Cape May		9	60	38	22	15	9		153
Cumberland		7	60	65	38	44	21	1	236
Essex		14	182	287	310	310	177	25	1,305
Gloucester		18	85	90	59	73	29	5	359
Hudson		22	240	216	109	108	72	15	782
Hunterdon		8	37	54	30	26	10		165
Mercer		20	86	135	126	129	48	8	552
Middlesex		11	170	283	232	214	93	7	1,010
Monmouth		19	136	186	192	191	67	12	803
Morris		16	100	210	191	184	77	6	784
Ocean		18	157	158	115	98	35	5	586
Passaic		14	126	159	154	163	81	7	704
Salem		4	32	31	21	28	15	2	133
Somerset		9	60	97	107	94	39	6	412
Sussex		9	46	70	57	40	14	2	238
Union		23	160	185	205	227	100	10	910
Warren		11	45	33	34	23	10		156
TOTAL		319	2,325	3,021	2,638	2,628	1,256	135	12,322
Percent in Each Age Group		2.6	18.9	24.5	21.4	21.3	10.2	1.1	

NEW JERSEY STATE DEPARTMENT OF EDUCATION/OMI

TABLE XIV

TOTAL EDUCATIONAL EXPERIENCE OF
ADMINISTRATORS AND SUPERVISORS
NEW JERSEY PUBLIC SCHOOL DISTRICTS
BY COUNTY
SEPTEMBER 30, 1981

COUNTY	TOTAL YEARS OF EXPERIENCE												TOTAL
	UNDER 1 YEAR	1-3	4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45 AND OVER	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Atlantic		1		15	40	51	55	45	12		1		220
Bergen	4	10	6	57	107	142	190	176	109	26	6	1	834
Burlington		4	3	29	71	80	83	61	22	1	1	1	356
Camden		3	1	25	97	106	104	81	41	6	2		466
Cape May		1	2	12	16	13	11	5	8		1		69
Cumberland		1		10	26	26	33	20	11	6	1		134
Essex	1	9	2	45	118	140	158	164	107	46	10	3	803
Gloucester		4		15	45	42	43	25	9	2	1		186
Hudson	1	1	2	29	67	93	74	64	20	17	11	1	380
Hunterdon		4		9	24	18	17	11	9				92
Mercer			1	17	61	65	68	41	19	10	9		291
Middlesex	1	5	6	35	75	137	158	96	51	14	1	1	580
Monmouth	1	4		47	88	128	149	92	43	10	2		564
Morris		4	1	27	78	110	112	94	51	5	2		484
Ocean		4	3	28	61	98	73	44	20	5		1	337
Passaic	1	1	2	18	43	73	86	70	32	16	7	3	352
Salem		2	1	10	20	16	21	8	9	1		1	89
Somerset		3	2	20	26	54	59	40	26	2	2		234
Sussex		1		10	36	31	34	14	2	3			131
Union		7	3	27	63	95	106	75	79	20	3		478
Warren		1		5	16	14	21	9	2	1	1		70
TOTAL	9	70	35	490	1,178	1,532	1,655	1,235	682	191	61	12	7,150
Percent of State Total	0.1	1.0	0.5	6.9	16.5	21.4	23.2	17.3	9.5	2.6	0.8	0.2	

NEW JERSEY STATE DEPARTMENT OF EDUCATION/OMI

TABLE XV
TOTAL EDUCATIONAL EXPERIENCE OF
CLASSROOM TEACHERS
NEW JERSEY PUBLIC SCHOOL DISTRICTS
BY COUNTY
SEPTEMBER 30, 1981

COUNTY	TOTAL YEARS OF EXPERIENCE												TOTAL
	UNDER 1 YEAR	1-3	4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45 AND OVER	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Atlantic	60	247	105	535	451	275	161	81	27	13	2		1,957
Bergen	145	602	270	1,576	2,133	1,465	923	497	197	70	27	4	7,909
Burlington	111	516	207	1,062	1,023	628	368	143	47	13	3		4,121
Camden	148	644	265	1,328	1,206	682	395	177	60	23	3		4,931
Cape May	41	141	49	228	147	85	68	26	12	2	1		800
Cumberland	50	203	89	456	383	216	128	64	23	14	2		1,628
Essex	180	845	268	1,947	2,156	1,269	788	421	221	78	23	4	8,200
Gloucester	78	281	119	612	544	299	177	80	39	8			2,237
Hudson	81	640	290	1,455	1,125	562	268	133	49	37	7	2	4,649
Hunterdon	28	130	53	278	291	170	99	35	10	2	1		1,097
Mercer	92	384	158	730	628	379	299	160	54	20	4	1	2,909
Middlesex	158	601	288	1,328	1,754	1,102	610	265	61	17	10	1	6,195
Monmouth	128	488	247	1,423	1,517	934	595	211	81	28	4	1	5,657
Morris	104	425	191	1,087	1,259	845	410	205	85	25	5	2	4,643
Ocean	111	493	181	1,040	820	489	260	99	37	12	1		3,543
Passaic	131	557	261	1,073	1,113	637	365	159	64	20	4		4,384
Salem	33	100	39	195	180	107	57	39	21	5	2		778
Somerset	55	218	92	516	607	447	225	127	36	12	3	1	2,339
Sussex	53	212	84	433	341	221	96	36	7	2			1,485
Union	129	592	243	943	1,129	770	530	283	100	41	7	1	4,768
Warren	24	168	63	267	249	114	73	26	12	2	3		1,001
TOTAL	1,940	8,487	3,562	18,512	19,056	11,696	6,895	3,267	1,243	444	112	17	75,231
PERCENT OF STATE TOTAL	2.6	11.3	4.7	24.6	25.3	15.6	9.2	4.3	1.7	0.6	0.1	0.0	

NEW JERSEY STATE DEPARTMENT OF EDUCATION/OMI

TABLE XVI

TOTAL EDUCATIONAL EXPERIENCE OF
EDUCATIONAL SUPPORT SERVICES PERSONNEL
NEW JERSEY PUBLIC SCHOOL DISTRICTS
BY COUNTY
SEPTEMBER 30, 1981

COUNTY	TOTAL YEARS OF EXPERIENCE												TOTAL
	UNDER 1 YEAR	1-3	4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45 AND OVER	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Atlantic	9	63	15	94	65	55	26	17	10	3	1		358
Bergen	27	83	58	260	296	250	176	102	44	21	2		1,319
Burlington	10	74	17	115	138	86	66	28	12	3	2		551
Camden	16	84	37	198	176	151	79	43	19	2	1		806
Cape May	4	25	9	54	36	11	6	6	1	1			153
Cumberland	6	29	8	48	66	40	21	11	5	1	1		236
Essex	15	77	35	248	320	241	182	114	45	21	3	4	1,305
Gloucester	18	42	13	99	67	59	40	16	2	2	1		359
Hudson	11	103	38	206	195	99	61	32	23	8	4	2	782
Hunterdon	5	17	12	43	39	20	19	5	4	1			165
Mercer	13	45	24	115	133	97	70	35	15	3	2		552
Middlesex	21	81	50	199	243	208	132	51	20	4	1		1,010
Monmouth	18	65	30	173	195	152	109	46	13	1	1		803
Morris	14	76	24	173	190	172	73	37	19	4	2		784
Ocean	7	59	24	177	136	93	54	18	15	3			586
Passaic	6	67	27	145	188	111	89	48	8	12	2	1	704
Salem	4	10	10	37	23	19	16	9	2	2	1		133
Somerset	10	40	13	83	89	89	50	27	8	3			412
Sussex	8	31	9	68	56	35	19	9	1		1	1	238
Union	19	100	49	159	210	150	104	78	26	14	1		910
Warren	4	21	6	50	36	17	11	8	1	2			156
TOTAL	245	1,192	508	2,744	2,897	2,155	1,403	740	293	111	26	8	12,322
PERCENT OF STATE TOTAL	1.9	9.7	4.1	22.3	23.5	17.5	11.4	6.0	2.4	0.9	0.2	0.1	

NEW JERSEY STATE DEPARTMENT OF EDUCATION/OMI

TABLE XVII

CERTIFICATED PERSONNEL ENTERING AND LEAVING*
NEW JERSEY PUBLIC SCHOOLS
BY COUNTY AND POSITION DURING
THE PERIOD OCTOBER 1,1980 AND SEPTEMBER 30, 1981

COUNTY	ADMINISTRATORS & SUPERVISORS		CLASSROOM TEACHERS		EDUCATIONAL SUPPORT SERVICES		TOTAL	
	ENTERING	LEAVING	ENTERING	LEAVING	ENTERING	LEAVING	ENTERING	LEAVING
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Atlantic	15	18	257	311	51	65	323	394
Bergen	59	81	962	1,151	184	225	1,205	1,457
Burlington	41	43	564	666	65	74	670	783
Camden	45	61	683	728	108	147	836	936
Cape May	7	7	129	130	26	29	162	166
Cumberland	12	18	369	391	35	39	416	448
Essex	95	131	1,410	1,574	183	225	1,688	1,930
Gloucester	30	30	382	417	67	68	479	515
Hudson	46	53	668	718	150	200	864	971
Hunterdon	11	18	103	117	27	32	141	167
Mercer	42	47	456	497	106	104	604	648
Middlesex	82	97	995	1,153	160	176	1,237	1,426
Monmouth	69	81	765	886	100	124	934	1,091
Morris	48	51	634	722	116	134	798	907
Ocean	72	67	688	642	120	115	880	824
Passaic	38	42	665	694	91	120	794	856
Salem	12	14	118	150	23	25	153	189
Somerset	12	17	340	284	64	51	416	452
Sussex	19	21	215	189	35	33	269	243
Union	44	50	771	864	148	176	963	1,090
Warren	4	6	136	143	17	17	157	166
TOTAL	803	953	11,310	12,527	1,876	2,179	13,989	15,659

*Mobility between and among positions.

TABLE XVIII

NUMBER OF FULL-TIME CLASSROOM TEACHERS EMPLOYED
BY POSITION (SUBJECT)
ASSIGNED DURING SCHOOL YEAR 1981-82

SEPTEMBER 30, 1981

County	Elementary	Perm. Second. Subs.	Art	Business	English	Foreign Lang.	Health & Phys. Ed.	Home Econ.	Industrial Arts	Math	Music	Science	Social Studies	Special Educ.	Voc.	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
Atlantic	832		45	55	173	26	136	29	54	94	59	84	90	230	50	1,957
Bergen	2,686	6	238	228	880	320	608	129	228	540	322	503	487	592	142	7,909
Burlington	1,550	1	113	123	434	98	296	66	103	279	138	231	221	369	99	4,121
Camden	1,758	2	126	129	588	108	338	97	110	331	148	266	275	461	194	4,931
Cape May	263		16	25	73	13	63	17	20	49	25	46	44	92	54	800
Cumberland	654		38	43	168	30	106	30	43	94	46	72	83	158	63	1,628
Essex	3,374	12	220	232	916	228	548	161	219	490	264	403	422	601	110	8,200
Gloucester	811	1	60	60	236	46	165	46	70	153	82	123	132	201	51	2,237
Hudson	2,029	10	99	145	614	84	267	99	132	222	111	181	190	372	94	4,649
Hunterdon	443		30	28	96	33	92	19	26	69	40	57	63	73	28	1,097
Mercer	920		79	80	371	89	216	44	88	238	110	147	167	299	61	2,909
Middlesex	2,107	7	166	153	681	181	506	108	193	410	243	373	379	499	189	6,195
Monmouth	2,145	5	154	144	589	163	440	103	164	386	184	329	353	407	91	5,657
Morris	1,549	2	148	123	521	166	345	84	152	345	208	312	312	318	58	4,643
Ocean	1,326	5	117	85	349	86	279	64	119	228	132	154	198	333	68	3,543
Passaic	1,968	14	117	114	432	91	287	91	133	232	128	185	211	285	96	4,384
Salem	302		19	20	82	12	47	19	22	50	28	35	38	73	31	778
Somerset	729		63	61	266	97	193	37	84	175	103	162	150	188	31	2,339
Sussex	539		40	36	148	37	118	29	41	96	53	91	84	144	29	1,485
Union	1,501		122	127	627	163	363	92	145	356	189	284	309	393	97	4,768
Warren	400		25	24	96	20	69	17	26	56	28	51	58	107	24	1,001
TOTAL	27,886	65	2,035	2,035	8,340	2,091	5,482	1,381	2,172	4,893	2,641	4,089	4,266	6,195	1,660	75,231

TABLE XIX

NUMBER OF FULL-TIME BEGINNING* AND REENTERING**
CLASSROOM TEACHERS BY POSITION (SUBJECT)
ASSIGNED DURING SCHOOL YEAR 1981-82

SEPTEMBER 30, 1981

County	Elementary	Perm. Second. Subs.	Art	Business	English	Foreign Lang.	Health & Phys. Ed.	Home Econ.	Industrial Arts	Math	Music	Science	Social Studies	Special Educ.	Voc.	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
Atlantic	27		7	5	12		11	2	2	6	6	5	2	20	3	108
Bergen	60		6	9	36	16	21	6	6	30	16	21	9	54	4	294
Burlington	58		4	8	20	6	5	6	7	18	9	7	4	50	4	206
Camden	56	1	4	10	32	6	11	4	9	19	6	15	5	69	18	265
Cape May	17			3	2	1	4	2		6	3	4	3	15	9	69
Cumberland	18		1		1	2	6	5	3	3	3	4	4	21	3	74
Essex	66	6	10	2	39	16	21	9	9	22	13	20	20	49	7	309
Gloucester	38		2	3	12	1	8	8	5	8	3	3	4	28	3	126
Hudson	47	3	6	8	16	1	5	4	2	14	5	5	2	27	9	154
Hunterdon	11		2		2	1	4	1		4	3	1	3	8		40
Mercer	33		4	8	19	3	7		7	9	5	7	6	37	6	151
Middlesex	46	2	5	4	34	7	22	4	8	13	11	21	19	49	15	260
Monmouth	50		8	10	21	10	16	6	12	19	9	15	12	43	3	234
Morris	39	1	4	7	28	9	14	4	13	21	17	16	8	30	7	218
Ocean	48	1	6	4	25	9	21	8	8	18	11	17	14	52	8	250
Passaic	66	6	5	2	16	3	12	2	8	12	8	6	4	19	3	172
Salem	10		1		3		4			2	3			14	9	46
Somerset	19		3	3	13	4	9	2	2	6	7	3	3	14	2	90
Sussex	22		2	3	8	4	5	2	1	6	2	2	4	19	6	86
Union	33		6	4	33	14	23	7	7	25	12	12	7	42	6	231
Warren	21			1	9	1	3		2	5	1	5	5	11	4	68
TOTAL	785	20	86	94	381	114	232	82	111	266	153	189	138	671	129	3,451

*No Previous Experience
**Former Teachers Reentering

TABLE XX

NUMBER OF FULL-TIME CLASSROOM TEACHER SEPARATIONS*
DURING SCHOOL YEAR 1980-81
AND SUMMER OF 1981

SEPTEMBER 30, 1981

County	Elementary	Perm. Second. Subs.	Art	Business	English	Foreign Lang.	Health & Phys. Ed.	Home Econ.	Industrial Arts	Math	Music	Science	Social Studies	Special Educ.	Voc.	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
Atlantic	53	1	4	1	20	3	9	3	2	14	8	14	6	27	3	168
Bergen	147	1	9	17	53	24	25	14	10	54	26	32	17	52	14	495
Burlington	99		11	9	37	11	13	4	11	24	8	13	16	32	9	297
Camden	83	2	7	10	40	9	20	8	7	28	8	18	9	30	24	303
Cape May	13			4	6	1	4	3		6	2	8	3	6	16	72
Cumberland	36		4	1	9	3	5	2	2	10	3	4	5	13	3	100
Essex	151	3	10	15	65	16	28	7	9	54	22	34	26	26	15	481
Gloucester	49		2	5	22	2	9	5	5	14	6	8	10	19	4	160
Hudson	94	9	5	7	26	5	13	4	4	3	9	10	7	13	1	210
Hunterdon	28		1	1	3	4	5	1	2	2	2	5	3	7	1	65
Mercer	43		5	4	30	8	11	4	7	14	7	13	10	33	5	194
Middlesex	120	9	12	10	54	9	30	9	10	23	16	32	37	32	18	421
Monmouth	121		13	13	38	17	22	10	11	36	17	19	25	35	3	380
Morris	85	2	13	6	43	13	19	6	17	28	26	21	19	24	10	332
Ocean	55		8	7	37	7	17	9	15	20	9	21	12	22	5	244
Passaic	90	2	6	7	26	5	12	8	9	23	8	9	13	24	5	247
Salem	24		2	2	9	1	7		3	6	3	3	2	11	6	79
Somerset	37		5	5	24	8	11	3	5	11	7	11	7	12		146
Sussex	13		1	3	13	1	6		4	6	2	5	2	10	2	68
Union	78		9	8	46	11	22	12	15	31	23	20	18	46	12	351
Warren	22		1	1	8	3	5	2	1	3	2	5	3	9	6	71
TOTAL	1,441	29	128	136	609	161	293	114	149	410	214	305	250	483	162	4,884

*Departures from Teaching Duties

SECTION II

NON-CERTIFICATED STAFF INFORMATION

NON-CERTIFICATED STAFF

This section contains three (3) tables reporting data on non-certificated staff personnel. The tables report data by support service program areas, the number of professional and non-professional personnel, the racial/ethnic distribution of full-time (non-certificated) staff, and the full-time equivalent (FTE) of all non-certificated support services personnel.

Table XXI shows that of the 42,051 full-time non-certificated support services personnel the majority (40,959.7) were reported in the non-professional category. There were 1,091.3 professionals in the non-certificated support services group.

Of the eight (8) support services program areas, business services accounted for 24,703 (58.7 percent) of the non-certificated support personnel. School administration and instructional services combined, accounted for 26 percent of all non-certificated support personnel.

Table XXII is a racial/ethnic distribution of full-time non-certificated support services personnel. Of the total number of full-time non-certificated support staff, 18.7 percent were "minority". Of the non-certificated group 6,723.5 (16.0 percent) were Black, 1,029 (2.4 percent) were Hispanic and there were 108 personnel in the two remaining categories.

Of the total number of full-time non-certificated support staff, 26,830 (63.8 percent) were female and 15,215 (36.2 percent) were male.

Table XXIII is a composite of the full-time equivalent of all non-certificated support services personnel. Column ten (10) shows that of the 48,445.1 full-time equivalent staff 58.5 percent were assigned to business services, 14.8 percent to instructional services and 10.6 percent to school administration. The remainder were reported in general administration, pupil services, community services and "other". The full-time equivalent of part-time non-certificated staff at the time of the report was 6,394.1.

Comparison of Selected Non-Certificated Staff Data

Item	1980-81	1981-82
Total Full-Time Non-Certificated Staff	43,024	42,051
Racial/Ethnic Distribution:		
White	35,096	34,191
Black	6,820	6,724
Hispanic	1,015	1,029
American Indian/ Alaskan Native and Asian or Pacific Islander	93	108

TABLE XXI
FULL-TIME EQUIVALENT ASSIGNMENTS
OF
FULL-TIME NON-CERTIFICATED PERSONNEL EMPLOYED,
BY SUPPORT SERVICE PROGRAM AREAS
AND COUNTY
SEPTEMBER 30, 1981

COUNTY	SUPPORT SERVICES PROGRAM AREAS								TOTAL FULL TIME NON-CERTIFICATED PERSONNEL	PERSONNEL CATEGORY	
	GENERAL ADMINISTRATION	BUSINESS SERVICES	CENTRAL SERVICES	SCHOOL ADMINISTRATION	INSTRUCTIONAL SERVICES	PUPIL SERVICES	COMMUNITY SERVICES	OTHER SERVICES		PROFESSIONAL	NON-PROFESSIONAL
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Atlantic	84.2	812.3	31.0	129.0	179.0	41.0	7.0	27.5	1311.0	24.0	1287.0
Bergen	321.0	2056.4	64.4	540.5	517.4	208.3	4.0	38.0	3750.0	119.0	3631.0
Burlington	143.4	1583.6	38.5	241.5	420.0	111.0	6.0	82.0	2626.0	31.3	2594.7
Camden	146.0	1761.7	24.0	388.0	752.0	120.0	61.0	63.3	3316.0	159.0	3157.0
Cape May	37.8	365.2	8.5	72.5	84.5	36.0	1.5	13.0	619.0	2.0	617.0
Cumberland	34.0	594.5	67.0	89.1	214.7	35.2	1.5	6.0	1042.0	12.0	1030.0
Essex	140.5	2929.0	147.0	534.5	668.5	195.5	38.5	658.5	5312.0	236.0	5076.0
Gloucester	80.0	834.0	20.0	148.0	206.0	60.0	1.0	16.0	1365.0	7.0	1358.0
Hudson	111.0	1361.5	21.5	276.5	287.0	90.5	25.0	23.0	2196.0	66.0	2130.0
Hunterdon	34.5	369.0	4.0	71.0	71.0	23.0	2.0	11.5	586.0	14.0	572.0
Mercer	109.5	1099.4	31.4	224.2	483.0	70.5	8.0	45.0	2071.0	44.0	2027.0
Middlesex	126.3	1804.2	61.5	395.1	370.0	158.7	31.2	26.0	2973.0	83.0	2890.0
Monmouth	210.0	1674.0	68.0	366.0	301.0	142.0	5.0	36.0	2802.0	74.0	2728.0
Morris	153.5	1613.2	41.5	292.5	265.3	91.7	1.3	11.0	2470.0	44.0	2426.0
Ocean	128.0	1720.0	23.0	233.5	277.0	118.5	4.0	74.0	2578.0	19.0	2559.0
Passaic	259.0	1239.0	35.0	206.5	174.0	61.5	9.0	77.0	2061.0	25.0	2036.0
Salem	27.0	328.0	1.0	72.0	62.0	17.0	1.0	2.0	510.0	20.0	490.0
Somerset	58.5	692.0	23.5	159.3	139.6	58.1	2.0	16.0	1149.0	15.0	1134.0
Sussex	54.0	368.5	8.5	78.5	130.0	32.5	1.0	5.0	678.0	12.0	666.0
Union	143.5	1292.5	70.5	330.3	287.5	107.7	4.0	15.0	2251.0	73.0	2178.0
Warren	22.2	204.9	0.8	63.5	70.5	21.1	-	2.0	385.0	12.0	373.0
TOTAL	2423.9	24702.9	790.6	4912.0	5960.0	1799.8	214.0	1247.8	42051.0	1091.3	40959.7

TABLE XXII

RACIAL/ETHNIC DISTRIBUTION AND SEX OF FULL--TIME NON--CERTIFICATED SUPPORT SERVICES PERSONNEL BY COUNTY AS OF SEPTEMBER 30, 1981

COUNTY	RACIAL/ETHNIC DISTRIBUTION					Total Full-Time Non-Certificated Staff	Minority ** as Percent of Full-Time Non-Certificated Staff	SEX	
	White	Black*	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander			MALE	FEMALE
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Atlantic	963.5	320.5	25.0	-	2.0	1311.0	26.5	396	915
Bergen	3505.0	194.0	36.0	4.0	11.0	3750.0	6.5	1,641	2,109
Burlington	2313.0	283.0	21.0	-	9.0	2626.0	11.9	812	1,814
Camden	2382.0	761.0	169.0	-	4.0	3316.0	28.2	1,086	2,230
Cape May	556.0	58.0	3.0	-	2.0	619.0	10.2	189	430
Cumberland	845.0	109.0	75.0	5.0	8.0	1042.0	18.9	293	749
Essex	2514.0	2639.0	148.0	-	11.0	5312.0	52.7	1,968	3,344
Gloucester	1251.0	106.0	7.0	1.0	-	1365.0	8.4	356	1,009
Hudson	1673.0	335.0	183.0	1.0	4.0	2196.0	23.8	858	1,338
Hunterdon	586.0	-	-	-	-	586.0	0.0	195	391
Mercer	1519.0	521.0	26.0	2.0	3.0	2071.0	26.7	641	1,430
Middlesex	2714.0	147.0	82.0	-	3.0	2973.0	7.8	1,085	1,888
Monmouth	2469.0	305.0	25.0	-	3.0	2802.0	11.9	1,081	1,721
Morris	2398.0	51.0	15.0	1.0	5.0	2470.0	2.9	884	1,586
Ocean	2480.0	74.0	21.0	-	3.0	2578.0	3.8	942	1,636
Passaic	1686.0	252.0	112.0	6.0	5.0	2061.0	18.2	865	1,196
Salem	433.0	75.0	-	-	2.0	510.0	15.1	152	358
Somerset	1056.0	74.0	14.0	-	5.0	1149.0	8.1	420	729
Sussex	673.0	3.0	1.0	-	1.0	678.0	0.7	220	458
Union	1771.0	412.0	63.0	-	5.0	2251.0	21.3	1,002	1,249
Warren	376.0	4.0	3.0	-	2.0	385.0	2.3	129	256
TOTAL	34190.5	6723.5	1029.0	20.0	88.0	42051.0	18.7	15,215	26,836

*NOT HISPANIC
**SUM OF COLUMNS 3, 4, 5 AND 6 DIVIDED BY COLUMN 7.

TABLE XXIII
FULL-TIME EQUIVALENT ASSIGNMENTS
OF
ALL NON-CERTIFICATED PERSONNEL EMPLOYED,
BY SUPPORT SERVICE PROGRAMS AREAS
AND COUNTY
SEPTEMBER 30, 1981*

COUNTY	SUPPORT SERVICE PROGRAM AREAS								Total FTE of Non-Certificated Personnel
	GENERAL ADMIN-ISTRATION	BUSINESS SERVICES	CENTRAL SERVICES	SCHOOL ADMIN-ISTRATION	INSTRUC-TIONAL SERVICES	PUPIL SERVICES	COMMUNITY SERVICES	OTHER SERVICES	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Atlantic	86.1	845.5	32.0	131.1	182.4	43.3	7.0	38.9	1366.3
Bergen	363.3	2480.0	77.2	584.5	622.0	257.7	6.8	110.4	4501.9
Burlington	150.9	1736.0	39.0	251.9	490.1	124.3	6.6	133.0	2931.8
Camden	158.1	2131.3	24.0	410.6	851.7	161.3	62.3	80.5	3879.8
Cape May	44.6	392.3	8.5	72.5	91.4	40.7	1.5	17.0	668.5
Cumberland	41.0	658.5	67.0	91.2	216.7	38.4	1.5	30.4	1144.7
Essex	149.4	3120.4	148.0	560.4	698.1	206.2	39.0	792.8	5714.3
Gloucester	82.4	913.7	21.1	149.0	231.0	68.3	1.5	27.0	1494.0
Hudson	120.0	1568.0	25.5	282.8	296.5	99.5	25.0	33.2	2450.5
Hunterdon	58.3	451.3	4.0	78.1	81.3	28.8	3.5	44.0	749.3
Mercer	120.0	1331.8	34.1	232.4	542.4	79.1	8.7	82.1	2430.6
Middlesex	135.3	2294.4	63.8	408.9	511.9	169.0	32.7	105.5	3721.5
Monmouth	224.5	1968.6	71.6	382.0	543.2	160.7	6.5	85.8	3442.9
Morris	185.3	1878.1	44.2	318.0	375.6	121.5	1.7	39.3	2963.7
Ocean	142.6	1810.4	24.0	240.0	320.1	134.4	4.0	92.9	2768.4
Passaic	267.1	1414.7	37.1	218.9	210.3	71.4	9.0	92.2	2320.7
Salem	31.2	367.8	1.3	74.5	68.5	19.6	1.2	16.7	580.8
Somerset	68.7	783.1	25.4	175.6	180.9	74.4	2.8	66.6	1377.5
Sussex	60.8	414.8	9.0	79.5	145.1	36.9	2.1	14.2	762.4
Union	154.9	1526.2	76.7	342.0	412.0	146.7	4.7	74.7	2737.9
Warren	27.8	234.9	1.9	67.0	78.3	24.1	0.0	3.6	437.6
TOTAL	2672.3	28321.8	835.4	5150.9	7149.5	2106.3	228.1	1980.8	48445.1
PERCENT STAFF EACH PROGRAM AREA	5.5	58.5	1.7	10.6	14.8	4.4	0.4	4.1	

*NOTE: Some employees perform in more than one area. For instance a school district may employ one person to work halftime in business services and halftime in community services.

Glossary

Assignment: The specific group of activities for which a staff member has been given responsibility.

Attendance and Social Work Services: Includes non-certificated personnel who direct and manage; attendance services; pupil accounting services; social work services, etc.

Board of Education Personnel: Includes personnel employed in directing and managing the general operation of the board of education; board secretary; custodian of funds; election services; legal services; audit services, etc.

Business or Secretarial School: A non-degree granting, post-secondary institution offering courses of varying length in preparation for technical business occupations.

Certificate: The legal document giving authorization, from the New Jersey State Board of Examiners, to perform the services to which the person is assigned.

College (four year): A post-secondary institution offering a four year curriculum and empowered to confer a Bachelor's degree.

College (two year): A post-secondary institution offering a two year curriculum and empowered to confer an Associate's degree.

Data Processing Services: Directing and managing; programming services; machine operation services; data processing systems analysis, etc.

Degree: A title conferred by an approved college or university as official recognition for the completion of a course of study. (Only the highest degree conferred should be used in this report.)

Direction and Management of Personnel: Includes non-certificated personnel in planning, research, development, evaluation, information, staff, statistical and data processing services.

Directing and Managing Personnel: Includes non-certificated personnel engaged in purchasing, paying, transporting, exchanging, and maintaining goods and services for the local education agency.

Educational Media Services: Includes directing and managing; school library services; audio-visual services; educational television; computer-assisted instruction, etc.

Employment: Working full-time or part-time in one of the following categories cited in the Dictionary of Occupational Titles: Professional, Technical or Managerial; Clerical-Sales; Service; Farming, Fishing, Forestry and Related; Processing; Machine Trades; Bench Work; Structural; Miscellaneous.

Entering: The source from which a staff member new to the school or district was recruited.

Executive Administration Personnel: Includes personnel involved in staff relations and negotiation services; state and federal relations, and the secretarial or clerical staff, etc.

Experience: Whole years of professional, educational employment (excluding current year) in a public school, college or university.

Facilities - Acquisition and Construction: Includes directing and managing; land acquisition and development services; architectural and engineering services; educational specifications development; building acquisition; construction and improvement, etc.

Fiscal Services: Includes direction and managing; budgeting services; receiving and disbursing funds, payroll services; financial accounting; internal auditing; property account, bookkeepers and accountants, etc.

Food Services: Includes directing and management; food preparation and dispensing; food delivery and cafeteria and food service workers, etc.

Full-Time: The period of time in each day required for full-time certificated staff employment shall be the number of hours prescribed by the local board of education, but shall be not less than (4) clock hours.

Full-Time Equivalent: The amount of time for a less-than-full-time activity divided by the amount of time normally required for a corresponding full-time activity.

Guidance Services: Includes directing and managing and non-certificated counseling services; pupil appraisal services; information about vocational opportunities; pupil records; placement services, etc.

Health Services: Includes medical inspector; dental services; nursing services; screening for vision; hearing deficiencies, etc.

Improvement of Instruction: Includes personnel who direct and manage (non-certificated) staff training services; assist with instruction and curriculum development, etc.

Information Services: Directing and managing; internal information; public information; management information.

Instructional Aides: Persons performing a variety of non-instructional duties in the classroom with such things as setting up activities and assisting individual children.

Internal Services: Includes directing and managing; purchasing, warehousing, and distribution; printing and duplicating; publishing, etc.

Leaving: The reason for which a staff member left employment in the school or district.

Maintenance Services: Directing and managing; personnel who repair buildings and equipment and service the replacement of existing equipment; carpenters, plumbers, etc.

Non-Professional: Non-certificated personnel other than professionals. In many instances, the dividing point between the two is simply the amount of education required for the assignment. Broad general categories here will include: technicians, clerical employees, crafts and trades employees, vehicle operators and laborers.

Office of the Principal: Non-certificated staff providing support in the principal and assistant principal's office. This includes all clerical activities.

Operation of Plant Services: Directing and managing personnel care and upkeep of buildings; care and upkeep of grounds; care and upkeep of equipment. This includes custodians or building service workers and security services.

Part-Time: A certificated staff member whose total current assignments require less than his or her full-time services. A part-time staff member may be employed full-time for part of the school or academic year or part-time for part or all of the school or academic year.

Planning, Research and Evaluation: Directing and managing; development services; evaluation services; planning services; research services.

Professional: A person whose assignments require a high degree of knowledge and skills acquired through at least a Bachelor's degree (or its equivalent), but not requiring skills in the field of education. Some examples of non-certificated professionals are such school board employees as: accountants, architects, auditors, dieticians/nutritionists, engineers, attorneys, medical personnel, planners and researchers/statisticians.

Psychological Services: Planning and managing psychological services (if non-certificated) psychological testing services, etc.

Pupil Transportation Services: Service area direction; vehicle operation (drivers) monitoring services; vehicle servicing maintenance.

Racial/Ethnic Groups: A staff member may be included in the group to which he or she appears to belong, identifies with, or is regarded in the community as belonging to. However, no person should be counted in more than one racial/ethnic category. The categories are: White, Not Hispanic Origin, Black, Not of Hispanic Origin, Hispanic, American Indian or Alaskan Native and Asian or Pacific Islander.

Rate: The total hourly, daily, weekly or monthly wage, to be paid for services rendered.

Residential Housing Services: Administrative personnel services by students or staff.

Salary: The total amount, specified by contract, to be paid for services rendered.

School Year: The "school year" begins on July 1 and ends on June 30.

Social Security Number: The unique identification number assigned to a person by the Social Security Administration.

Speech Correction and Audiology Personnel: Includes directing and managing and other personnel assisting in identification and appraisal of speech and hearing disorders.

Staff Services: Directing and managing; recruitment and placement; staff accounting in-service education; health services, etc.

Statistical Services: Directing and managing; statistical analysis service; statistical reporting, etc.

APPENDIX

(SURVEY INSTRUMENTS USED TO COLLECT STAFF DATA)

MIS 03E003 Part 1 (Exp. 6/30/82

FALL REPORT 1981

REPORT OF CERTIFICATED STAFF EMPLOYED

STATE OF NEW JERSEY · DEPARTMENT OF EDUCATION
Division of Research, Planning and Evaluation
Office of Management Information

DATE

DATE

SIGNATURE CHIEF SCHOOL ADMINISTRATOR

COUNTY SUPERINTENDENT

PREPARED BY PHONE AREA CODE NUMBER EXTENSION

SIGNATURES OF REPORTING OFFICIALS

CO CODE | COUNTY | DIST. CODE | DISTRICT | SCHOOL CODE | SCHOOL | TYPE

SEPTEMBER 30, 1981

PAGE NO

SOCIAL SECURITY NUMBER	NAME			SEX AND RACE	YEAR OF BIRTH	EDUCATION		EXPERIENCE				CONTRACT RATE OR SALARY	TYPE OF CERTIFICATE HELD	ASSIGNMENTS		MOBILITY		FEDERAL PROGRAM CODES	REMARKS
	LAST	FIRST	MIDDLE INITIAL			DEGREE	CREDITS	THIS SCHOOL	THIS DISTRICT	NEW JERSEY	TOTAL			ALL JOB CODES	FULL TIME EQUIV	Entering	Leaving		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)

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NJDE 911.47B(Rev. 4/81)
FALL REPORT
1981

REPORT OF NON-CERTIFICATED SUPPORT SERVICES PERSONNEL
EMPLOYED BY NEW JERSEY PUBLIC SCHOOL DISTRICTS

PART II
SEPTEMBER 30, 1981

MIS 03E007
Exp. Date 6/30/82

County ____ Code ☐☐ District ____ Code ☐☐☐ School ____ Code ☐☐☐ Type Code ☐☐

DATE

CHIEF SCHOOL ADMINISTRATOR

COUNTY SUPERINTENDENT

PREPARED BY

TELEPHONE AREA CODE NUMBER EXTENSION

DATE

ITEM	SUPPORT SERVICE PROGRAM AREAS EMPLOYING NON-CERTIFICATED PERSONNEL	TOTAL Cols. 3 + 4 + 5 = Col. 6			TOTAL FULL TIME NON-CERTIFICATED PERSONNEL	NUMBER OF FULL TIME NON-CERTIFICATED PERSONNEL COLUMNS 7 THRU 16 = COLUMN 6										ITEM	TOTAL PART TIME NON-CERTIFICATED PERSONNEL
		PROFESSIONAL	NON-PROFESSIONAL OFFICE/CLERICAL	NON-PROFESSIONAL OTHER		WHITE *		BLACK *		HISPANIC		AMERICAN INDIAN OR ALASKAN NATIVE		ASIAN OR PACIFIC ISLANDER			
						M	F	M	F	M	F	M	F	M	F		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
A																	
A1	Board of Education Personnel															A1	
A2	Executive Administration Personnel															A2	
B																	
B1	Directing and Managing Personnel															B1	
B2	Fiscal Services Personnel															B2	
B3	Facilities Acquistion & Construction Personnel															B3	
B4	Food Services Personnel															B4	
B5	Internal Services Personnel															B5	
B6	Residential Housing Services Personnel															B6	
B7	Operation of Plant Services Personnel															B7	
B8	Maintenance Services Personnel															B8	
B9	Pupil Transportation Services Personnel															B9	
C																	
C1	Direction and Management Personnel															C1	
C2	Planning, Research and Evaluation															C2	
C3	Information Services Personnel															C3	
C4	Staff Services Personnel															C4	
C5	Statistical Services Personnel															C5	
C6	Data Processing Services Personnel															C6	
D																	
D1	Office of the Principal Personnel															D1	
E																	
E1	Improvement of Instruction Personnel															E1	
E2	Educational Library/Media Personnel															E2	
E3	Instructional Aides															E3	
F																	
F1	Attendance and Social Work															F1	
F2	Guidance Personnel															F2	
F3	Health Personnel															F3	
F4	Psychological Personnel															F4	
F5	Speech Correction and Audiology Personnel															F5	
G1	COMMUNITY SERVICES PERSONNEL															G1	
H1	OTHER SUPPORT SERVICES PERSONNEL															H1	
J1	TOTAL NON-CERTIFICATED PERSONNEL															J1	

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